

## ESG roadmap

# Making responsible choices

As a socially and environmentally responsible business, Polycab is focused on growing sustainably to build long-term stakeholder value. By embracing sustainable development – and going beyond minimum information disclosure requirements and regulatory compliance – we aim to deliver value to our employees, customers, suppliers, partners, shareholders and society as a whole. We have commenced work on developing a robust ESG framework that will align us to the best global standards and serve as a guide for the implementation of sustainable business practices.



### Initiated ESG framework development project..

#### Gap analysis and materiality

- Benchmarking to understand ESG gaps
- Identify material issues for business and consult with various stakeholders
- Review the requirements of ESG rating programmes
- Scan the regulatory landscape of the countries in which Polycab operate

#### Development of ESG framework, targets and programmes

- Identify targets for first 12 months and subsequent years
- Institute ESG committee and its charter with adequate authorities and business oversight
- Develop framework aligned to regulatory, investor and consumer requirement
- Develop a maturity scorecard for internal rating of ESG performance



#### Continual improvement and eminence

- Formulate and disclose ESG performance data
- Do course correction as appropriate and prepare for ranking
- Build eminence and target to attain pole position over time

#### Integration of ESG in business strategy and risk management

- Update and introduce revised policies
- Build capacity of internal stakeholders and office bearers, introduce ownership for sustained ESG performance
- Revisit your corporate risk register and update it basis the identified ESG risks
- Run pilot before firm wide/business wide rollout

### ..made healthy progress over the last three months

#### ESG maturity and initial assessment



#### Capacity building of key SPOCs

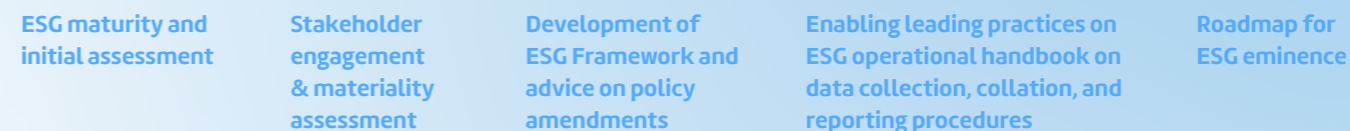


#### Conducted a materiality assessment exercise



#### Peer benchmarking and gap assessment

### Process overview



### Focus areas



#### Environment

- Climate change and energy
- Water
- Product stewardship
- Waste management



#### Social

- CSR
- Diversity and inclusion
- Health and safety
- Employee training and development



#### Governance

- Data privacy and security
- Corporate governance
- Ethics and integrity



#### Economic

- Innovation
- Strengthening brand recognition
- Technology and digital transformation

### Progress made in FY22

Plant based diagnostics

Capacity building initiatives

Materiality assessment exercise

Benchmarking and gap assessment